



**BURO HAPPOLD**

# Early careers candidate pack

# Welcome

In this guide you'll find useful information about us and about the recruitment process

# Who are we?

We are an international, integrated consultancy of engineers, consultants and advisers, with a presence in 31 locations worldwide, over 70 partners and 2,200 employees.

For over 45 years we have built a world-class reputation for delivering creative, value-led solutions for an ever challenging world.

As a truly inter-connected community of experts, we value human wellbeing, curiosity, embrace mutual responsibility and genuinely care about the impact and legacy of our work.

Above left:  
**Museum of the Future**, Dubai, UAE  
 Image: Phil Handforth

Above right:  
**Jewel Changi Airport**, Singapore  
 Image: Tim Hursley

Right:  
**Providence River Pedestrian Bridge**, Providence, Rhode Island, USA  
 Image: Kroo Photography

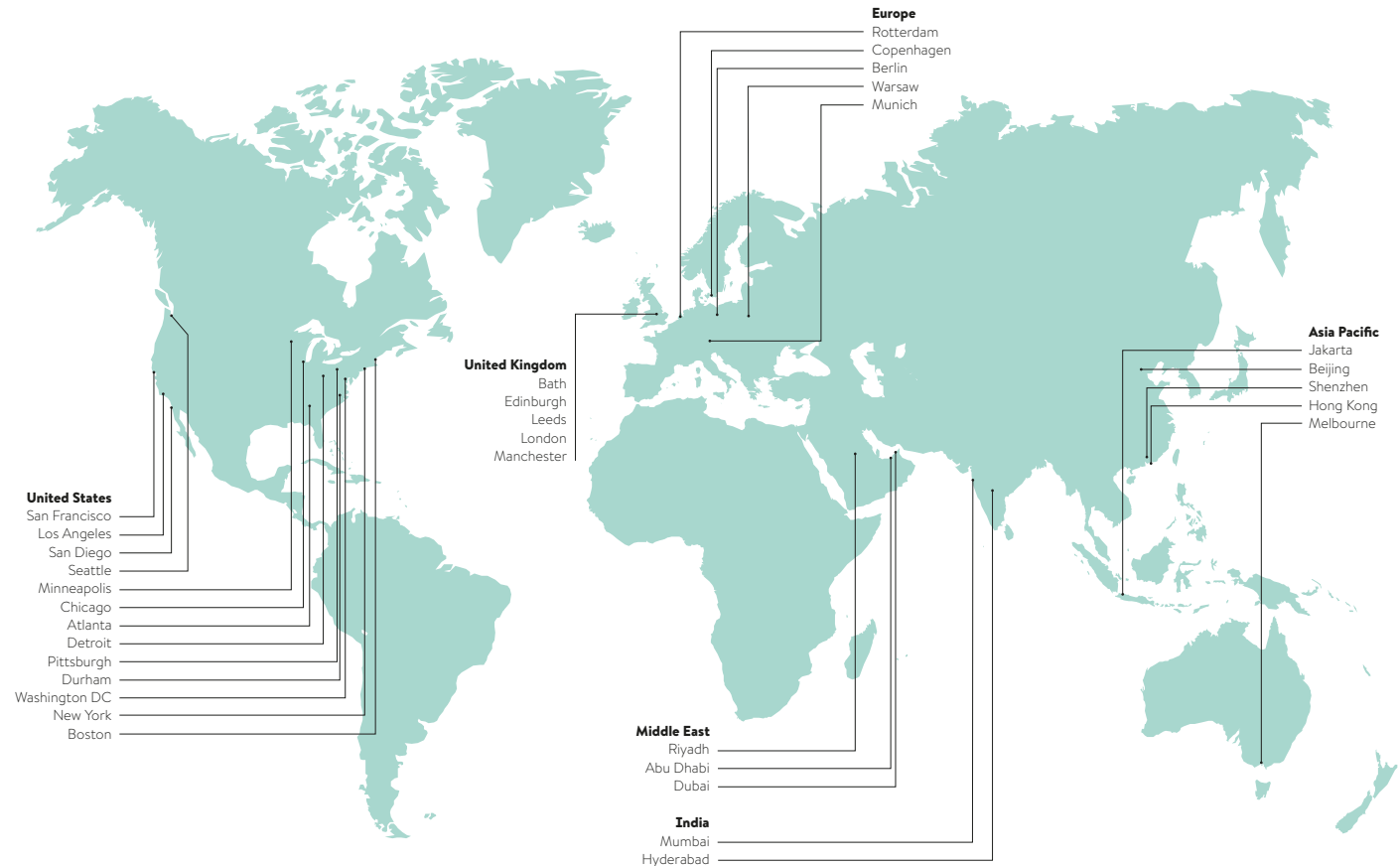


**31**  
locations worldwide

Over  
**2,200**  
staff around  
the globe

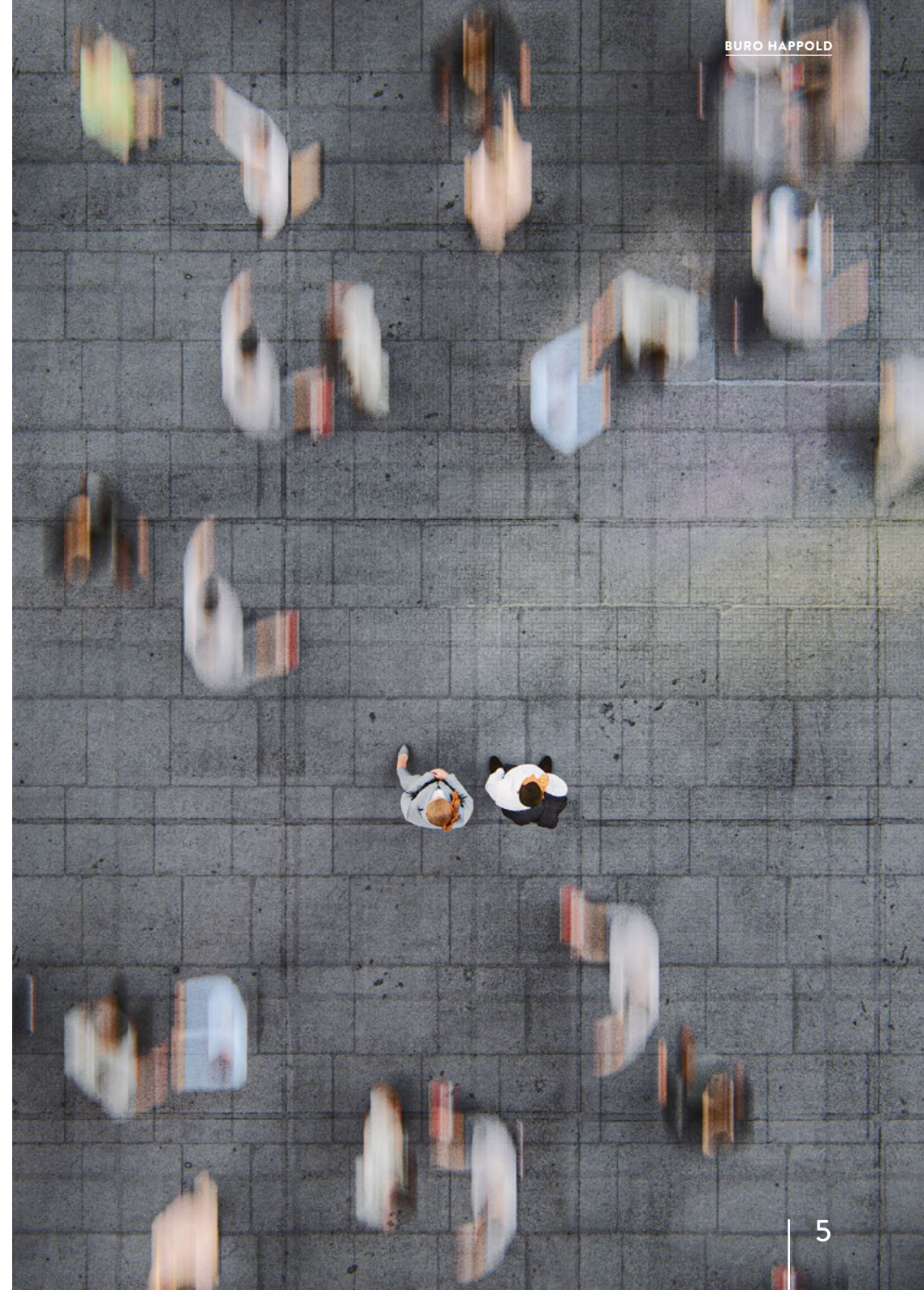
**5**  
offices in the UK

**800+**  
staff in the UK



# What are our values?

1. We value **human wellbeing**, and are discontented with limitations. We commit to taking this seriously for our people and our projects.
2. We are a **diverse one-firm culture**. When we get it right, it sings. Internal barriers are always to be overcome through inclusivity and equity above all else.
3. We embrace **mutual responsibility**. It is easy to default to individual success. Teams need to share success and failure in the same way.
4. We are more than a business. We **care about the legacy of our work**. We have a responsibility of care as an employer and influencer in shaping the world.
5. It takes courage to create. Our culture fosters a **dynamic between technology and empathy** to gain a deeper insight, unleash imagination, and manage risk.



# Our expertise

## Building structures

Structures  
Ground engineering  
Project design

## Building environments

Building services (MEP)  
Smart buildings  
Sustainability and physics

## Cities

Energy  
Water consulting  
Waste and logistics  
Transport and mobility  
Environment (EIA)  
Consulting  
Infrastructure  
Ecology  
Bridge engineering

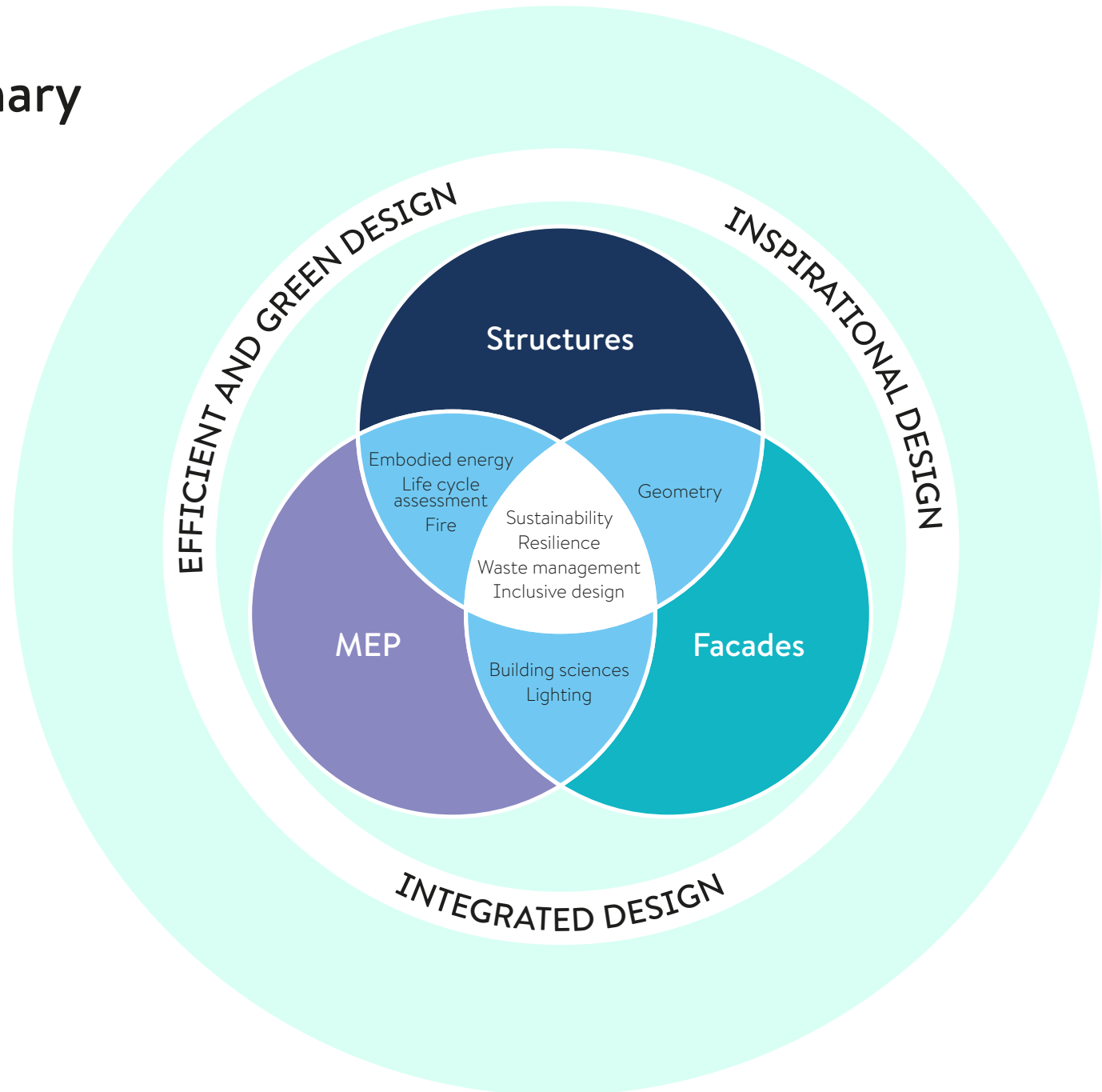
## Specialist disciplines

Inclusive design  
People movement analytics  
Security and technology  
Acoustics  
Fire engineering  
Lighting design  
BIM and data management  
Asset consultancy  
Facades

Read more about our specialist disciplines [here](#)

# Truly multidisciplinary

A plethora of interesting and challenging projects to stretch your professional skills. We offer an opportunity to work on multidisciplinary projects alongside a range of specialist engineers and designers both within Buro Happold and our collaborators.



# What's important to us?



Our  
inclusive culture

Our  
climate  
commitments

Our  
social impact

Our  
heritage



# What are we looking for?

As well as technical capability, we look for behavioural, cultural and potential leadership fit. In line with our vision, we are looking for...

High performance | A winning attitude

Leading through technology

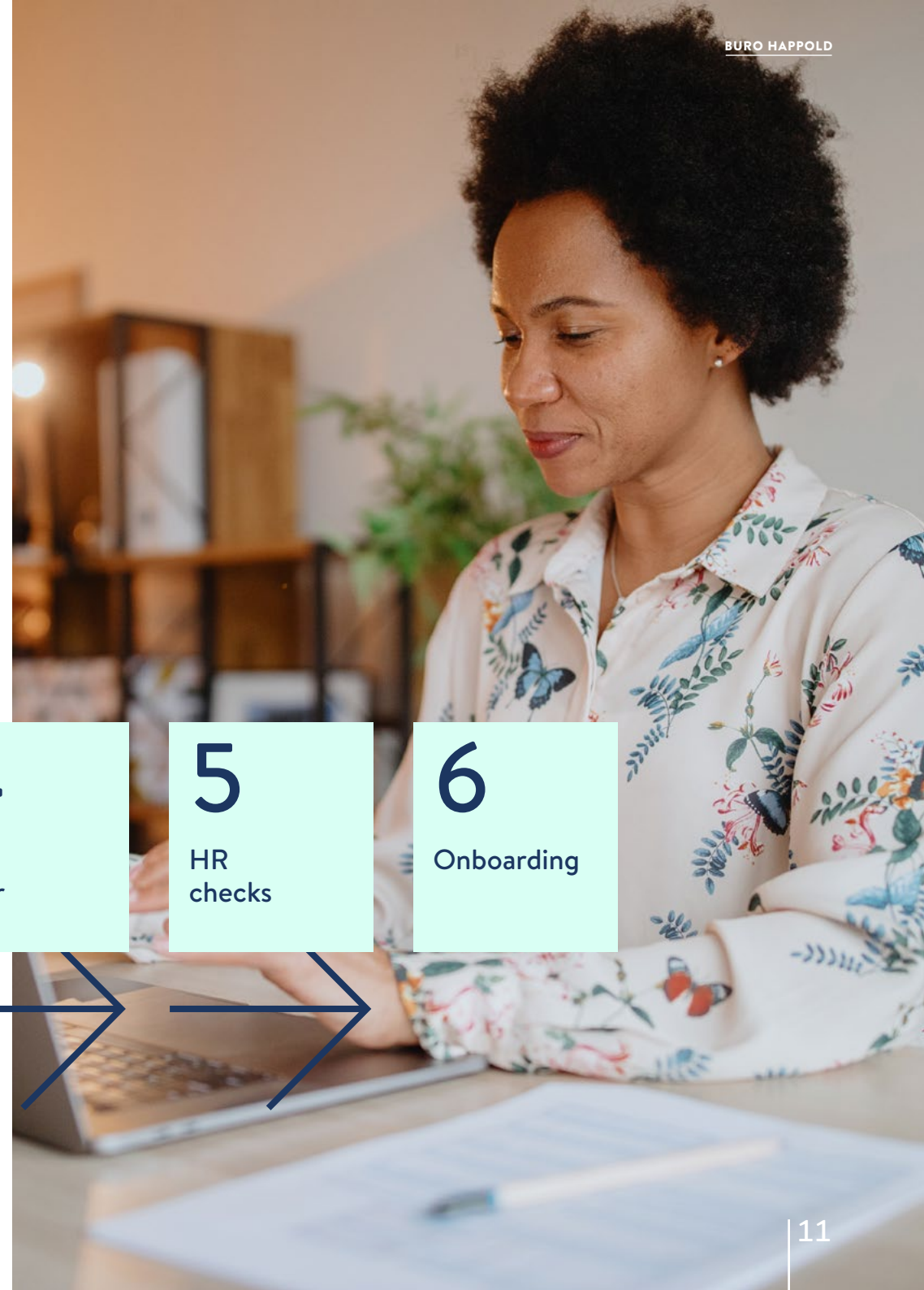
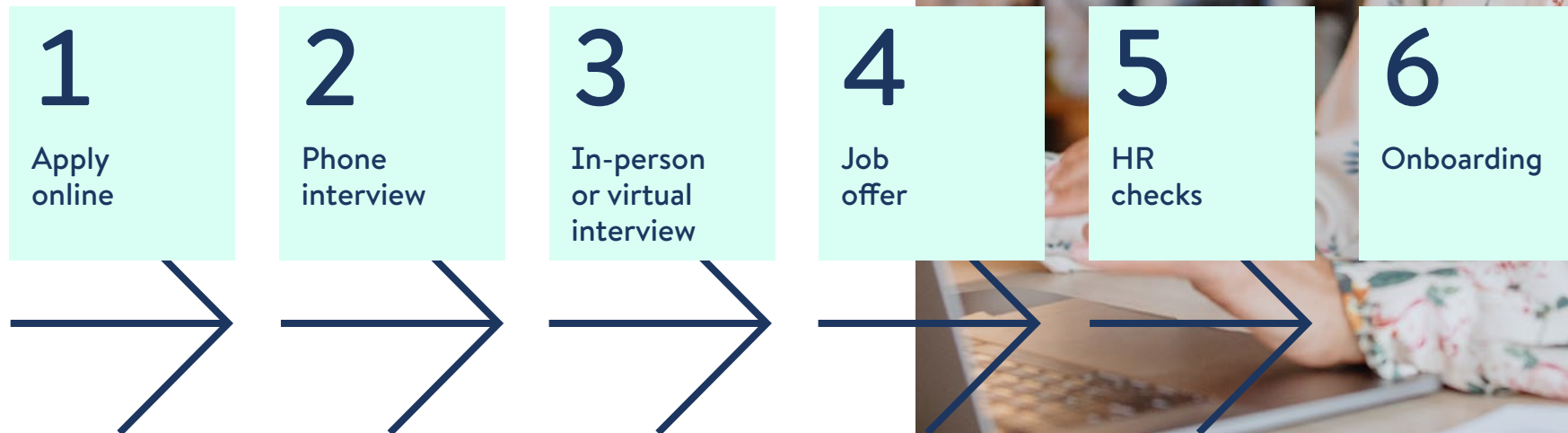
Collaboration | Agility / flexibility



# Next steps

# The recruitment process

We place great importance on having a safe and inclusive environment and will seek to make any arrangements that may be required to enable all who work with us to thrive. We have flexible working hours and hybrid working, and welcome applications from all backgrounds and walks of life. If you have any questions about how this could apply to your specific circumstances or if there is anything we can offer to make the application experience more comfortable for you, please don't hesitate to get in touch with us.



# Buro Happold rewards

We offer a selection of flexible and exciting benefits that will support your professional and personal growth with us.

**25 days**

annual leave

**Flexible benefits**

including dental insurance, cycle scheme, travel insurance and many more

Up to **2** professional subscriptions per annum

Access to

**Employee Assistance**

program

**Season ticket**

loan

**Optical**  
cover

Access to

**Corporate discounts**

**Income**  
protection



“

Buro Happold are good at nurturing young engineers. They are not frightened to give young staff the chance to take on responsibilities and I am pleased they encourage young women.

— Carol Lelliott, Partner, Nicholas Hare Architects

University College London  
Management School Expansion,  
London, UK

Image: Alan Williams Photography |  
Nicholas Hare Architects.

# Develop your career with us as a graduate

## Room to grow

Our Employee Personal Development Reviews embrace new neuroscience research that focuses on encouraging employee-led career conversations. The introduction of My Career Plan and Objectives (My CPO) demonstrates our commitment to support our people and ensure we tailor career prospects for everyone.

## Emerging professionals programme

Our graduates learn the fundamentals of design and technology whilst building a base in consulting and professional skills. This is a blended learning programme where participants gain experience against our internal professional and technical frameworks in relation to their specialism. A mixture of classroom and online learning supplements both the technical and professional skills development. We have an additional range of options for training associated with BIM & digital design and delivery.

## Professional registration (Chartership)

We see membership of a professional body and professional registration as crucial to the development of our people and offer substantial support to those aspiring to achieve this. In the UK, all employees are encouraged to have up to two professional memberships. Engineers outside the UK are encouraged to demonstrate their technical competence through membership of an international body related to their specialism.

# Develop your career with us as a graduate

## Informal training

We have fertile communities for our consultants and engineers to share new ideas, for all to learn and benefit from each other. Less formally, our networking events (e.g. Speed Date a Chartered Engineer) allow graduates to learn from more senior colleagues in a friendly, informative way. “Ted Talks”, in memory of our founder Ted Happold, are lunchtime talks that focus on a specific topic to give you a broader understanding as to what’s going on within the wider engineering and consultancy space.

## A diverse range of expert teams

With over 30 areas from structural engineering to acoustic design and economics you could help make a real difference on some of the most exciting and complex challenges happening right now. We offer a range of specialist disciplines to our graduates every year. You will also have the opportunity to be supported (or even join) our Young Employees Forum in your local office and contribute your experience and learnings to the next generation of engineers through various outreach activities.

# Good luck!

Apply online at: [www.burohappold.com/careers/](http://www.burohappold.com/careers/)

Questions: [earlycareers@burohappold.com](mailto:earlycareers@burohappold.com)